

103<sup>D</sup> CONGRESS  
2<sup>D</sup> SESSION

# S. 2499

To amend the National Labor Relations Act to permit the establishment of labor-management organizations to carry out certain activities with respect to labor and management relations, and for other purposes.

---

## IN THE SENATE OF THE UNITED STATES

OCTOBER 4 (legislative day, SEPTEMBER 12), 1994

Mr. PELL introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

---

## A BILL

To amend the National Labor Relations Act to permit the establishment of labor-management organizations to carry out certain activities with respect to labor and management relations, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Worker-Management  
5 Relations for the 21st Century Act of 1994”.

6 **SEC. 2. FINDINGS.**

7 Congress finds that—

1           (1) ever increasing foreign competition, rapidly  
2           changing technology, and shifting consumer demand  
3           are radically transforming the way American busi-  
4           nesses compete in global markets;

5           (2) old style mass production and centralized  
6           management are increasingly being replaced by indi-  
7           vidual and flexible methods of doing business;

8           (3) the new business environment places more  
9           demands on the talents, ingenuity, and dedication of  
10          American workers;

11          (4) today, the best managed organizations give  
12          real responsibility to production line employees, give  
13          workers a real stake in the success of the organiza-  
14          tion, make training and education a high priority,  
15          and offer a safe and stable work environment;

16          (5) past joint employee-management efforts  
17          have been rewarding for both employees and employ-  
18          ers; and

19          (6) current labor relations laws make employee-  
20          employer cooperation difficult.

21   **SEC. 3. PURPOSES.**

22          It is the purpose of this Act to—

23               (1) preserve existing labor protections in cur-  
24               rent labor relations laws;

1           (2) provide an avenue for workers and manage-  
2           ment to join together to create a more productive  
3           work environment; and

4           (3) offer an alternative to employees and em-  
5           ployers who wish to join together to discuss various  
6           issues of concern and interest.

7   **SEC. 4. LABOR-MANAGEMENT WORKPLACE COMMITTEES.**

8           (a) IN GENERAL.—Section 8(a)(2) of the National  
9   Labor Relations Act (29 U.S.C. 158(a)(2)) is amended by  
10   inserting before the semicolon at the end thereof the fol-  
11   lowing: “*Provided further*, That it shall not constitute or  
12   be evidence of an unfair labor practice under this para-  
13   graph for an employer and the employees of such em-  
14   ployer, or the labor organizations representing the employ-  
15   ees of such employer, to jointly establish a committee, in  
16   which such employer and such employees participate to  
17   discuss matters of interest and concern (including but not  
18   limited to issues of quality, productivity, improved labor-  
19   management relations, job security, organizational effi-  
20   ciency and enhanced economic development);”.

21          (b) COMPOSITION.—Section 8(a) of the National  
22   Labor Relations Act (29 U.S.C. 158(a)) is amended by  
23   adding at the end the following new flush sentence:

24   “A committee described in paragraph (2) shall be com-  
25   posed of an equal number of employees (who shall be se-

1 lected by the employees through an election by popular  
2 vote) and management officials. An employer or an em-  
3 ployee of such employer may propose the establishment  
4 of a committee described in paragraph (2), but such com-  
5 mittee may only be established upon the agreement of both  
6 the employer and a majority of employees. Such committee  
7 shall be subject to an agenda and rules approved by the  
8 committee upon establishment, and all decisions of the  
9 committee shall become final only upon a vote of the ma-  
10 jority of the members of the committee.”.

